



## **Safeguarding Adults Policy**

### **Dance Co-operative Birmingham CIC**

## **Introduction**

Dance Co-operative Birmingham CIC (DCB) is committed to safeguarding adults in line with national legislation and relevant national and local guidelines, many of which are listed here: <https://www.scie.org.uk/safeguarding/adults/legislation/>

We will safeguard adults by ensuring that our activities are delivered in a way that keeps all adults safe.

DCB is committed to creating a culture of zero tolerance of harm to adults, which necessitates: the recognition of adults who may be at risk and the circumstances that may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

DCB is committed to best safeguarding practice and to upholding the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

## **Policy Statement**

DCB believes that everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, religion, ethnic identity, sexual orientation, marital status or gender identity.

DCB is committed to creating and maintaining a safe and positive environment and an open, listening culture in which people feel able to share concerns without fear of retribution.

DCB acknowledges that safeguarding is everybody's responsibility and is committed to preventing abuse and neglect through safeguarding the welfare of all adults involved.

DCB recognises that health, wellbeing, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example to communication in raising concerns or seeking help. We recognise that these factors can vary at

different points in people's lives.

DCB recognises that there is a legal framework within which dance and performance need to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves, and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by DCB will be consistent with the principles of adult safeguarding, ensuring that any action taken is prompt and proportionate and that it includes and respects the voice of the adult concerned.

## **Purpose**

The purpose of this policy is to demonstrate the commitment of DCB to safeguarding adults and to ensure that everyone involved in DCB is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

## **Scope**

This safeguarding adult policy and associated procedures apply to all individuals involved in DCB, including co-directors, co-op members, freelance staff and volunteers, and to all concerns about the safety of adults while taking part in our organisation, in its activities and in the wider community.

We expect our partner organisations, including, for example, affiliated organisations, suppliers and contractors, to adopt and demonstrate their commitment to the principles and practice set out in this Safeguarding Adults Policy and associated procedures.

## **Commitments**

In order to implement this policy, DCB will ensure that:

- Everyone involved with DCB is aware of the Safeguarding Adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with DCB's Safeguarding Adults Policy and Procedures.
- The wellbeing of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons for them not to be.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Privacy Policy.

- DCB acts in accordance with best practice advice, for example from Birmingham Safeguarding Board, People Dancing, One Dance UK, UK Sport, Sport England and Unlimited: <https://weareunlimited.org.uk/>
- DCB will cooperate with the police and the relevant local authorities in taking action to safeguard an adult.
- All co-directors, co-op members, guest artists and volunteers understand their role and responsibility for safeguarding adults.
- DCB uses safe recruitment practices i.e. seeking references for guest artists, checking someone's name with the Disclosure and Barring Service and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation.
- DCB shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, police, local authority/social services. We will ask all guest artists to provide their Enhanced DBS Certificate and ask that they are signed up to the update service.
- When planning activities and events DCB includes an assessment of, and risk to, the safety of all adults from abuse and neglect.
- Actions taken under this policy are reviewed by the co-directors on an annual basis.
- This policy and any related policies are reviewed no less than on a two-yearly basis and adjusted whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board and/or National Governing Bodies and/or DCB or as a result of any other significant change or event.

## Implementation

DCB is committed to developing and maintaining its capability to implement this policy and procedures. In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- Access to relevant legal and professional advice, where possible and necessary.
- Safeguarding adult procedures that deal effectively with any concerns of abuse or neglect.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Codes of conduct for co-directors, co-op members, guest artists and volunteers and other relevant individuals that specify zero tolerance of abuse and neglect in any form.
- Risk assessments that specifically include safeguarding of adults.
- Policies and procedures that address the following areas and are consistent with this Safeguarding Adults policy:
  - ✓ Bullying and harassment
  - ✓ Social media
  - ✓ Equality, diversity and inclusion
  - ✓ Safe activities risk assessments
  - ✓ Codes of conduct and a process for breach of these - staff, volunteers,

- participants/members,  
carers/personal assistants
- ✓ Discipline and grievance
- ✓ Concerns, complaints and compliments

- ✓ Whistleblowing
- ✓ Safe recruitment and selection (staff and volunteers)
- ✓ Contract compliance
- ✓ Information policy, data protection and information sharing

# Supporting Information

## Key Points

- There is a **legal duty on local authorities** to provide support to ‘adults at risk’.
- **Adults at risk** are defined in legislation.
- The safeguarding legislation applies **to all forms of abuse** that harm a person’s wellbeing.
- The law provides a framework for good practice in safeguarding that makes the overall **wellbeing** of the adult at risk a priority of any intervention.
- The law in all four home nations emphasises the importance of **person-centred safeguarding** (referred to as ‘**Making Safeguarding Personal**’ in England).
- The law provides a framework for making decisions on behalf of adults who cannot make decisions for themselves (**Mental Capacity**).
- The law provides a framework for organisations to **share concerns** they have about adults at risk with the local authority.
- The law provides a framework for all organisations to **share information and cooperate** to protect adults at risk.

# Safeguarding Adults Legislation

Safeguarding Adults in all home nations is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

The practices and procedures within this policy are based on the relevant legislation and government guidance, which for England is The Care Act 2014, and the Care and Support Statutory Guidance (especially chapter 14) 2014.

Many other pieces of UK and home nation legislation also affect adult safeguarding. These include legislation about different forms of abuse and those that govern information sharing. For example, legislation dealing with:

- |                                   |   |
|-----------------------------------|---|
| • Murder/attempted murder         | • Modern slavery and human exploitation   |
| • Physical assault                | • Hate crime  |
| • Sexual offences                 | • Harassment  |
| • Domestic abuse/coercive control | • Listing and barring of those unsuitable to work with adults with care and support needs |
| • Forced marriage                 |   |
| • Female genital mutilation       |   |
| • Theft and fraud                 |   |

Each home nation also has legislation about the circumstances in which decisions can be made on behalf of an adult who is unable to make decisions for themselves; in England this is the Mental Capacity Act 2005.

There are specific offences applying to the mistreatment of and sexual offences against adults who do not have mental capacity and specific offences where mistreatment is carried out by a person who is employed as a carer: e.g. wilful neglect and wilful mistreatment.

## Definition of an Adult at Risk

The safeguarding of adults legislation creates specific responsibilities on local authorities, health bodies, and the police to provide additional protection from abuse and neglect to adults at risk.

When a local authority has reason to believe there is an adult at risk, they have a responsibility to find out more about the situation and decide what actions need to be taken to support the adult.

The actions that need to be taken might be by the local authority (usually social services) and/or other agencies, for example the police and health. An organisation may need to take action as part of safeguarding an adult, for example, to use the disciplinary procedures in relation to a member of staff or member who has been reported to be harming a participant. The local authority role includes having multi-agency procedures that coordinate the actions taken by different organisations.

An **adult at risk** is an individual aged 18 years or over who:

- (a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND

(b) is experiencing, or at risk of, abuse or neglect, AND

as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

## Abuse and Neglect

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Safeguarding legislation in each home nation lists categories of abuse differently; however, they all include the following types of abuse:

- Physical
- Sexual
- Psychological
- Neglect
- Financial

Abuse can take place in any relationship and there are many contexts in which abuse might take place: e.g. institutional abuse, domestic abuse, forced marriage, human trafficking, modern slavery, sexual exploitation, county lines, radicalisation, hate crime, mate crime, cyber bullying, scams. Some of these are named specifically within home nation legislations.

Abuse can take place within a dance context and the person causing harm might be any other person. For example: a member of staff, a teacher, a volunteer, a participant or an audience member.

Some examples of abuse within dance include:

- Harassment of a participant because of their (perceived) disability or other protected characteristics.
- Not meeting the needs of the participant e.g. training without a necessary break.
- A teacher intentionally striking a student.
- One performer/artist controlling another with threats of withdrawal from their partnership.
- A staff member who sends unwanted sexually explicit text messages to a participant with learning disabilities.
- A participant threatening another participant with physical harm and persistently blaming them for poor performance.

Abuse or neglect outside dance could be carried out by:

- A spouse, partner or family member
- Neighbours or residents
- Friends, acquaintances or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals or volunteers providing care and support

Often the perpetrator is known to the adult and may be in a position of trust and/or power.

The Safeguarding Adults Legislation in England (Care Act 2014) defines categories of adult abuse and harm as follows:

Physical  
Sexual  
Emotional/Psychological/Mental  
Neglect and acts of omission  
Financial or material abuse  
Discriminatory  
Organisational/Institutional  
Self-neglect  
Domestic abuse (including coercive control)  
Modern slavery

## Signs and Indicators of Abuse and Neglect

An adult may confide to a member of staff, teacher, volunteer or another participant that they are experiencing abuse inside or outside of the organisation's setting. Similarly, others may suspect that this is the case.

There are many signs and indicators that may suggest someone is being abused or neglected. There may be other explanations for them, but they should not be ignored. The signs and symptoms include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions. Someone losing or gaining weight / an unkempt appearance. This could be an artist whose appearance becomes unkempt and/or who does not wear suitable clothing and there is a deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions in contrast to their personal assistant whom they greet with a smile.
- Self-harm.
- A fear of a particular group of people or an individual.
- A parent/carer always speaks for the person and doesn't allow them to make their own choices
- They may tell you / another person they are being abused – i.e. a disclosure

## Wellbeing Principle

“The success of sport, in terms of helping people achieve their potential, making the most of existing talent, and attracting new people to sport relies on putting people – their safety, wellbeing and welfare – at the centre of what sport does.”

*Duty of Care in Sport Independent Report to Government*, Baroness Tanni Grey-Thompson DBE,

**In this context, the above quotation applies with dance being considered as a physical sport.**

The concept of 'wellbeing' is threaded throughout UK legislation and is part of the law about how health and social care is provided. Our well being includes our mental and physical health, our relationships, our connection with our communities and our contribution to society.

Being able to live free from abuse and neglect is a key element of wellbeing.

The legislation recognises that statutory agencies have sometimes acted disproportionately in the past. For example, removing an adult at risk from their own home when there were other ways of preventing harm. In the words of Justice Mumby 'What good is it making someone safe when we merely make them miserable?' *What Price Dignity?* (2010).

For that reason, any actions taken to safeguard an adult must take their whole wellbeing into account and be proportionate to the risk of harm.

## **Person Centred Safeguarding / Making Safeguarding Personal**

The legislation also recognises that adults make choices that may mean that one part of our wellbeing suffers at the expense of another – for example we move away from friends and family to take a better job. Similarly, adults can choose to risk their personal safety, for example to provide care to a partner with dementia who becomes abusive when they are disoriented and anxious.

None of us can make these choices for another adult. If we are supporting someone to make choices about their own safety we need to understand 'what matters' to them and what outcomes they want to achieve from any actions agencies take to help them to protect themselves.

The concept of Person Centred Safeguarding / Making Safeguarding Personal means **engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice and control, as well as improving their quality of life, wellbeing and safety**. Organisations work to support adults to achieve the outcomes they want for themselves. The adult's views, wishes, feelings and beliefs must be taken into account when decisions are made about how to support them to be safe. There may be many different ways to prevent further harm. Working with the person will mean that actions taken will help them to find the solution that is right for them. Treating people with respect, enhancing their dignity and supporting their ability to make decisions also helps promote people's sense of self-worth and supports recovery from abuse.

If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice or a professional advocate (usually from a third sector organisation).

### **The Principles of Adult Safeguarding in England (Care Act 2014)**

**The Act's principles are:**

- **Empowerment** - People being supported and encouraged to make their own decisions, and informed consent.



- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities.  
Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

## Mental Capacity and Decision-Making

We make many decisions every day, often without realising. UK law assumes that all people over the age of 16 have the ability to make their own decisions, unless it has been proved that they cannot. It also gives us the right to make any decision that we need to make and gives us the right to make our own decisions even if others consider them to be unwise.

We make so many decisions that it is easy to take this ability for granted. The law says that to make a decision we need to:

- Understand information
- Remember it for long enough
- Think about the information
- Communicate our decision

A person's ability to do this may be affected by things such as learning disability, dementia, mental health needs, acquired brain injury and physical ill-health.

Most adults have the ability to make their own decisions given the right support; however, some adults with care and support needs have the experience of other people making decisions about them and for them.

Some people can make only simple decisions, like which colour T-shirt to wear, or can make decisions only if a lot of time is spent supporting them to understand the options. If someone has a disability that means they need support to understand or make a decision this must be provided. A small number of people cannot make any decisions. Being unable to make a decision is called 'lacking mental capacity'.

Mental capacity refers to the ability to make a decision at the time that decision is needed. A person's mental capacity can change. If it is safe/possible, wait until they are able to be involved in decision-making or to make the decision themselves.

For example:

- A person with epilepsy may not be able to make a decision following a seizure.
- Someone who is anxious may not be able to make a decision at that point.
- A person may not be able to respond as quickly if they have just taken some medication that causes fatigue.
- A neurodiverse person experiencing overwhelm due to sensory overload and/or mental fatigue

Mental capacity is important for safeguarding for several reasons.

Not being allowed to make decisions one is capable of making is abuse. For example, a disabled

adult may want to take part in an activity but their parent who is their carer will not allow them to and will not provide the support they would need. Conversely the adult may not seem to be benefiting from an activity other people are insisting they do.

Another situation is where an adult is being abused and they are scared of the consequences of going against the views of the person abusing them. This is recognised in the law as coercion and a person can be seen not to have mental capacity because they cannot make 'free and informed decisions'.

Mental capacity must also be considered when we believe abuse or neglect might be taking place. It is important to make sure that an 'adult at risk' has choices in the actions taken to safeguard them, including whether they want other people informed about what has happened; however, in some situations the adult may not have the mental capacity to understand the choice or to tell you their views.

Each home nation has legislation that describes when and how we can make decisions for people who are unable to make decisions for themselves. The principles are the same:

- We can make decisions for other people only if they cannot do it for themselves at the time the decision is needed.
- If the decision can wait, wait – e.g. to get help to help the person make their decision or until they can make it themselves.
- If we have to make a decision for someone else, we must make the decision in their best interests (for their benefit) and take into account what we know about their preferences and wishes.
- If the action we are taking to keep people safe will restrict them, we must think of a way to do it that restricts their freedom and rights as little as possible.

Many potential difficulties with making decisions can be overcome with preparation. A person needing support to help them make decisions while taking part in a dance activity will ordinarily be accompanied by someone, e.g. a family member or formal carer, whose role includes supporting them to make decisions.

It is good practice to get as much information about the person as possible. Some people with care and support needs will have a 'One-page profile' or a 'This is me' document that describes important things about them. Some of those things will be about how to support the person, their routines, food and drink choices etc, but the document will also include things they like and do not like doing. It is also important to have an agreement with the person who has enrolled the adult in the activity about how different types of decisions will be made on a day-to-day basis.

If a person who has a lot of difficulty making their own decisions is thought to be being abused or neglected you will need to refer the situation to the local authority, and this should result in health or social care professionals making an assessment of mental capacity and/or getting the person the support they need to make decisions.

There may be times when a dance organisation needs to make decisions on behalf of an individual in an emergency. Decisions taken in order to safeguard an adult who cannot make the decision for themselves could include:

- Sharing information about safeguarding concerns with people who can help protect them.
- Stopping them from being in contact with the person causing harm.

## Recording and Information Sharing

All dance organisations must comply with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR).

Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record-keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only for those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding adults. However, information-sharing must only ever be with those with a 'need to know'.

This does **NOT** automatically include the person's spouse, partner, adult child, or unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/friends/carers need to know in order to help keep the person safe.

The purpose of data protection legislation is not to prevent information sharing but to ensure that personal information is only shared appropriately. Data protection legislation allows information-sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to a person within the same organisation.
- Case management meetings can take place to agree to coordinate actions by the organisation.

There are also many situations in which it is perfectly legal to share information about adult safeguarding concerns outside the organisation.

Importantly, personal information can be shared with the consent of the adult concerned. However, the adult may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are overriding reasons for sharing information.

The circumstances in which we need to share information without the adult's consent include those in which:

- it is not safe to contact the adult to gain their consent – i.e. it might put them or the person making contact at further risk.
- you believe they or someone else is at risk, including children.
- you believe the adult is being coerced or is under duress.
- it is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.
- the adult does not have mental capacity to consent to information being shared about them.
- the person causing harm has care and support needs.

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If you are in doubt as to whether to share information, seek advice e.g. seek legal advice and/or contact the local authority and explain the situation without giving personal details about the person at risk or the person causing harm.

Any decision to share or not to share information with an external person or organisation must be recorded, together with the reasons to share or not share information.

## **Multi-Agency Working**

Safeguarding adults legislation gives the lead role for adult safeguarding to the local authority. However, it is recognised that safeguarding can involve a wide range of organisations.

Dance organisations may need to cooperate with the local authority and the police, including to:

- Provide more information about the concern you have raised.
- Provide a safe venue for the adult to meet with other professionals e.g. police/social workers/advocates.
- Attend safeguarding meetings.
- Coordinate internal investigations (e.g. complaints, disciplinaries) with investigations by the police or other agencies.
- Share information about the outcomes of internal investigations.
- Provide a safe environment for the adult to continue their dance activity/their role in the organisation.

# Appendix

## Sources of Information and Support

### Action on Elder Abuse

A national organisation based in London. It aims to prevent the abuse of older people by raising awareness, encouraging education, promoting research and collecting and disseminating information.

Tel: 020 8765 7000

Email: [enquiries@elderabuse.org.uk](mailto:enquiries@elderabuse.org.uk)

[www.elderabuse.org.uk](http://www.elderabuse.org.uk)

### Ann Craft Trust (ACT)

A national organisation providing information and advice about adult safeguarding. ACT has a specialist Safeguarding Adults in Sport and Activity team to support the sector.

Tel: 0115 951 5400

Email: [Ann-Craft-Trust@nottingham.ac.uk](mailto:Ann-Craft-Trust@nottingham.ac.uk)

[www.anncrafttrust.org](http://www.anncrafttrust.org)

### Men's Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

### National LGBT+ Domestic Abuse Helpline

Tel: 0800 999 5428

### National 24-hour Freephone Domestic Abuse Helpline

Tel: 0808 2000 247

[www.nationaldahelpline.org.uk/Contact-us](http://www.nationaldahelpline.org.uk/Contact-us)

### Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.

Email: [info@rapecrisis.co.uk](mailto:info@rapecrisis.co.uk)

[www.rapecrisis.co.uk](http://www.rapecrisis.co.uk)

### Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: [services@respond.org.uk](mailto:services@respond.org.uk)

[www.respond.org.uk](http://www.respond.org.uk)

### Stop Hate Crime

Works to challenge all forms of hate crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: [www.stophateuk.org/talk-to-us/](http://www.stophateuk.org/talk-to-us/)

E mail: [talk@stophateuk.org](mailto:talk@stophateuk.org)

Text: 07717 989 025  
Text relay: 18001 0800 138 1625  
By post: PO Box 851, Leeds LS1 9QS

### **Susy Lamplugh Trust**

The trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological.

Tel: 020 83921839  
Fax: 020 8392 1830  
Email: [info@suzylamplugh.org](mailto:info@suzylamplugh.org)  
[www.suzylamplugh.org](http://www.suzylamplugh.org)

### **Victim Support**

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111  
[www.victimsupport.com](http://www.victimsupport.com)

### **Women's Aid Federation of England and Wales**

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.  
[www.womensaid.org.uk/information-support](http://www.womensaid.org.uk/information-support)

Final Note

**Updated:** 09/05/25

**Next review date:** 09/05/26